

HEALTH AND SAFETY POLICY

The AMC Group believes that a safe working environment is not only necessary to comply with all relevant statutory Health and Safety requirements, regulations, and other relevant approved codes of practice, but is also of fundamental importance to the efficiency and culture of its operations. AMC consequently puts the highest priority on Health and Safety, which is enshrined in the following principles:

- **All injuries should be preventable.** AMC believes that all injuries and accidents are preventable provided the organisation works together to manage risks and ensure safe working practices.
- **Management must lead the safety effort.** It is management's responsibility to lead the safety effort in a sustained and consistent way, establishing safety goals, demanding accountability for safety performance, and providing the resources to make the safety policy work.
- **Employee commitment to safety is required.** While leadership's role is critical, every employee in each subsidiary must be committed to the drive for continuous improvement and safety excellence.
- **All operating hazards can be controlled.** An effective safeguard can be provided against all hazards. Where sources of danger cannot be eliminated, measures such as special training, safety devices, and protective equipment must be employed; these measures will be effective if implemented as intended.
- **Every employee must be trained to work safely.** Awareness of risks and hazards does not come naturally to everyone; all employees need to be trained to work safely and to continually renew safety knowledge.
- **Safety is a condition of employment.** Each employee is expected to be conscientious in assuming personal safety responsibility from their first day of employment with the AMC Group.
- **Safety performance in the workplace must be audited.** Comprehensive inspections of warehouse and production facilities, safety training and performance are necessary to monitor performance and to identify weaknesses.
- **All deficiencies must be corrected without undue delay.** Whenever a safety deficiency is found — either by an audit for investigation or in the normal course of work — prompt action is required both to overcome the hazard and to reinforce the message that safety is a priority.
- **Safety is good business.** Injury prevention is one part of creating competitive advantage. Injuries sap motivation and ultimately cost money, which undermines competitiveness. Safety excellence creates a motivational culture, encouraging participation and high standards in all aspects of working life.

Intelligent, trained, and motivated employees are any company's greatest resource. Our success in achieving the required Health and Safety standards depends upon all the people in our organisation and their level of motivation, knowledge and training.